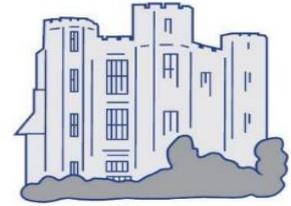




Department
for Education



KENILWORTH SCHOOL & SIXTH FORM

Leadership Equality and Diversity Fund

2018-2020

Women into Leadership

In 2016-2018 two Warwickshire schools, including Kenilworth School, received E&D funding from the Department for Education. With this money they collaborated with Marie Haycocks, the Leadership Coach and Owner of Certanovo, to run the Women into Leadership (WIL) Programme. The programme was designed and delivered by Marie Haycocks the Leadership Coach and Owner of Certanovo.

The programme has been a great success with between 40-60% of the delegates achieving promotion during the programme.

The key objectives of the WIL programme were to:

- Increase the number of women applying for leadership positions in school
- Support female colleagues with their career development
- Help increase confidence

The programme included

- A behavioural and personality profiling assessment and feedback session
- A series of half day development workshops on the following topics
 - Confidence, Assertiveness & Resilience
 - Career development and planning
 - Successful applications and interviews
 - Leadership skills, Motivation and Focus

plus

- One to one coaching to help the delegates obtain clarity and overcome their key barriers to success.

Each programme is run over a school year and delegates receive a certificate at the end of completion.

In addition to the 40-60% promotion rate, the course outcomes have included:

- Increased general self-belief and confidence in own ability
- Greater understanding and confidence in being a leader
- Clear career goals and action plan to achieve their goals
- Improved confidence and skills in job applications, interviews and presentations
- Development of support networks

Feedback from the delegates include:

“The course has been a good opportunity to learn more about myself and to work with a really lovely group of women”

“It has given me more confidence in my strengths and abilities...”

“It helped me to outline what I wanted out of a new job role and to successfully negotiate the outcome that I wanted”

“I think that I have a much clearer understanding of what it means to be a leader, and how to adapt myself to build better relationships with others”

“It helped me to secure a permanent deputy headship which I start in September”

“The course has enabled me to take stock and reflect and to also take time to properly think about goals and how to get there”

If you are interested in running the WIL programme in your school then please contact Marie on 07554 883026 or mariehaycocks@certanovo.com or visit the website www.certanovo.com and she will be able to tell you more about the programme to help support your application.